

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

SENATE BILL 314

By: Boren

AS INTRODUCED

An Act relating to state employees; amending Section 1, Chapter 32, 1st Extraordinary Session, O.S.L. 2023 (74 O.S. Supp. 2024, Section 840-2.20D), which relates to paid maternity leave for certain state employees; modifying references from maternity leave to parental leave; defining term; updating statutory reference; and providing conditional effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. AMENDATORY Section 1, Chapter 32, 1st Extraordinary Session, O.S.L. 2023 (74 O.S. Supp. 2024, Section 840-2.20D), is amended to read as follows:

Section 840-2.20D. A. Any full-time employee of this state who has been employed by the state agency for at least two (2) years prior to the request for leave shall be entitled to six (6) weeks of paid ~~maternity~~ parental leave following the birth or adoption of the employee's child. For the purposes of this section, "full-time employee of this state" shall include individuals employed by institutions of higher education within The Oklahoma State System of Higher Education.

1 B. Paid ~~maternity~~ parental leave pursuant to this section shall
2 be in addition to and not in place of sick leave due to pregnancy,
3 as authorized by Section 840-2.20 of ~~Title 74 of the Oklahoma~~
4 ~~Statutes~~ this title.

5 C. An employee who is granted ~~maternity~~ parental leave pursuant
6 to the provisions of this section shall receive the employee's
7 annual salary without interruption during the ~~maternity~~ parental
8 leave. For purposes of determining seniority, pay or pay
9 advancement, and performance awards, and for the receipt of any
10 benefit that may be affected by ~~maternity~~ parental leave, the
11 service of the employee shall be considered uninterrupted by the
12 ~~maternity~~ parental leave.

13 D. The Director of the Office of Management and Enterprise
14 Services may promulgate rules to implement the provisions of this
15 section.

16 SECTION 2. The provisions of this act shall not become
17 effective as law unless Enrolled Senate Bill No. 87 of the 1st
18 Session of the 60th Oklahoma Legislature becomes effective as law.

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